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Bargaining Information Series

PAID VACATIONS AND PAID HOLIDAYS IN
ONTARIO COLLECTIVE AGREEMENTS
July 1975

Number 8

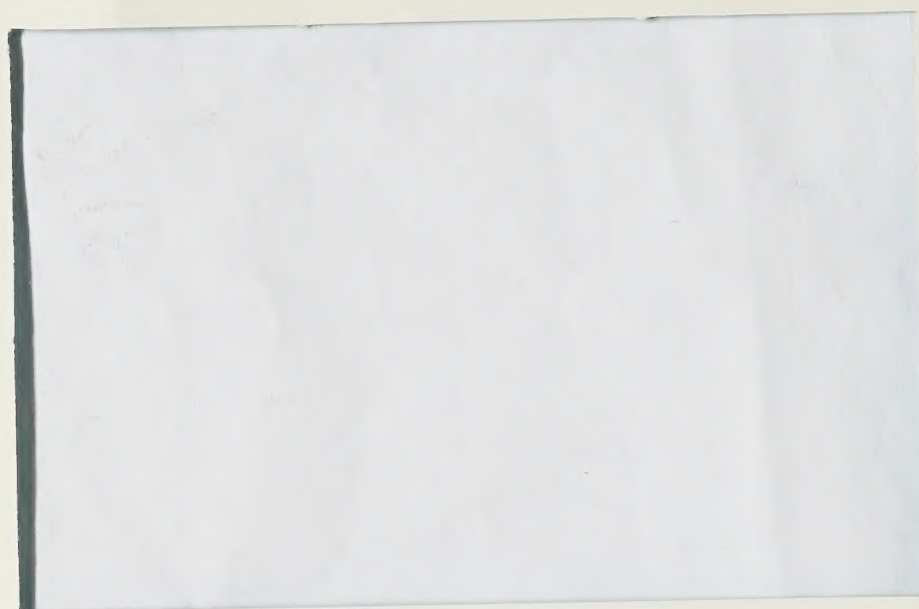


Ontario

Ministry of
Labour

Research
Branch

Toronto
Ontario



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by
Research Branch
Ontario Ministry of Labour
August 1975

Hon. John MacBeth
Minister

R. D. Johnston
Deputy Minister

INTRODUCTION

This paper is designed to give quick access to current information on major elements of paid vacation and holiday provisions in Ontario collective agreements. This is the second report in the Bargaining Information Series to cover these subjects; the first study was published in February 1975.

Detailed tables on the main provisions, broken down by industry, have been prepared to provide information that will be useful in bargaining situations. For quick reference, the tables are preceded by a summary of their contents.

The information presented was drawn from an analysis of all Ontario collective agreements covering bargaining units of 200 or more employees working in industries other than construction. As of July 1975, when the analysis was prepared, there were 870 such agreements, covering 748, 481 employees, on file with the Collective Agreements Library of the Ministry of Labour.

The report was prepared by Beth Kendall Jess and Diana Chung. For further information, please call 965-6886.

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PAID VACATIONS

Maximum Amount of Paid Vacation (Table 1)

An analysis of 870 agreements shows that 856 (98 per cent), covering 99 per cent of the employees, have provisions for paid vacations. The agreements with no provision are in the shipping and entertainment industries where the employees generally receive pay in lieu of vacation.

Five weeks is the most common maximum amount of paid vacation and is provided in 45 per cent of the 856 agreements for 59 per cent of the employees they cover.

Industries where the employees generally receive fewer than 5 weeks maximum vacation are textile, clothing, transportation equipment, health and welfare, communications and personal services. Employees who receive more than 5 weeks vacation are in the rubber, paper and - for the first time - forestry and transportation industries.

Seven agreements provide for an increase during the term of the agreements from 4 to 5 weeks maximum amount of vacation.

In the previous report on paid vacations*, 838 agreements were analysed of which 823 (98 per cent) had provisions for paid vacations. The most significant change that has taken place over the past six months was an increase in the number of agreements providing a maximum of 6 weeks vacation, up from 87 in January (11 per cent of the agreements with vacation provisions) to 120 in July (14 per cent). This increase is almost wholly due to a growth in the number of such provisions in non-manufacturing agreements (from 5 per cent to 11 per cent), especially in transportation and forestry where the 6-week provision appears largely for the first time.

Vacation Schedule (Tables 2 to 6)

The following tabulation shows the percentages of the agreements analysed with provisions for two to six weeks of paid vacation as of January and July 1975.

* "Paid Vacations and Paid Holidays in Ontario Collective Agreements, January 1975", Research Branch, Ontario Ministry of Labour, February 1975, Bargaining Information Series, No.2

Prevalence of Weeks of Paid Vacation

	<u>Per Cent of Total Contracts</u>		<u>Per Cent of Total Employees</u>	
	<u>Jan. 1975</u>	<u>July 1975</u>	<u>Jan. 1975</u>	<u>July 1975</u>
Two weeks	96	97	96	97
Three weeks	96	97	90	92
Four weeks	88	89	87	89
Five weeks	56	59	68	72
Six weeks	11	15	10	13

The most common service requirements for these vacation periods are shown in the following tabulation.

The Most Common Service Requirement for Prevalent Vacation Allowances

	<u>Per Cent of Contracts With Provision</u>		<u>Per Cent of Employees Covered</u>	
	<u>1975</u>		<u>1975</u>	
	<u>Jan.</u>	<u>July</u>	<u>Jan.</u>	<u>July</u>
2 weeks after 1 year	69	71	71	67
3 weeks after 5 years	34	36	33	32
4 weeks after 15 years	42	43	49	54
5 weeks after 25 years	42	38	36	39
6 weeks after 30 years	46	38	58	41

Full details of vacation levels and service requirements are given in Tables 2-6.

Changes in Vacation Schedule Over the Past Six Months

The changes that have taken place over the last six months have been mostly in the non-manufacturing industries. In particular, the railway contracts have been amended from 6 years' to 4 years' service for 3 weeks vacation, from 16 years' to 14 years' for 4 weeks vacation, from 25 to 24 years' for 5 weeks vacation and a new provision for 6 weeks vacation after 29 years was introduced.

Three Weeks Vacation:

There has been a shift from 3 weeks vacation after

6-9 years' service to 3 weeks after fewer than 5 years' service (38 per cent in January, 47 per cent in July) in non-manufacturing industries, especially in transportation and health and welfare. The proportion of manufacturing agreements providing 3 weeks after 5 years' service increased (33 per cent in January and 40 per cent in July) especially in the metal fabricating and electrical products industries.

Four Weeks Vacation:

There has been an increase in the proportion of agreements providing 4 weeks vacation after 11-14 years' service (13 per cent in January, 18 per cent in July), mainly in transportation and education. The percentage of employees eligible for 4 weeks vacation after 15 years' service increased from 49 per cent to 54 per cent of the employees covered by contracts with provisions for 4 weeks vacation. This increase is due mainly to the inclusion in this category for the first time of 4 provincial and 5 federal administration contracts covering 67,277 employees (10 per cent of the employees covered by contracts with 4-week vacation provisions).

Five Weeks Vacation:

Service requirements for five weeks vacation have tended to decrease from 25 years to 21-24 years, especially in transportation and education, and from 30 years downward in federal administration.

Six Weeks Vacation:

The proportion of agreements providing 6 weeks vacation after 30 years' service has declined from 46 per cent to 38 per cent of those agreements with a 6-week provision. This is due to the addition for the first time of 14 railway agreements providing 6 weeks after 29 years' service and of 9 forestry contracts where the vacation schedule is based on days, rather than years, of service. These 23 new agreements cover 30 per cent of the employees covered by a 6-week vacation provision.

Changes During the Term of the Agreement in Vacation Provisions

A number of agreements change their vacation provisions during the term of the contract. One form of change is to introduce a new provision; for example, a provision for six weeks vacation where previously the maximum amount of vacation was five weeks. Other changes reduce the service requirement to be eligible for specific vacation allowances. These changes are described below.

Three Weeks Vacation:

Thirty-one agreements provide for changes during the term of the agreements, reducing the service requirement to be eligible for 3 weeks vacation as shown in the following tabulation. As in January, the most frequent change found here, in 11 of the agreements, is to 5 years' service.

Changes During the Term of the
Agreement in Service Requirement
for Three Weeks Vacation

<u>Service in Years</u>			<u>Service in Years</u>		
<u>Reduced From</u>	<u>Reduced To</u>	<u>Number of Agreements</u>	<u>Reduced From</u>	<u>Reduced To</u>	<u>Number of Agreements</u>
2	1	1	7	6	4
3	2	1	8	6	3
5	4	4	8	7	4
6	5	8)	9	8	1
7	5	1) 11	10	8	1
8	5	2)	10	9	1

Four Weeks Vacation:

Twenty-six agreements provide for changes during the term of the agreements, reducing the service requirement to be eligible for 4 weeks vacation as shown in the following tabulation.

Changes During the Term of the
Agreement in Service Requirement
for Four Weeks Vacation

<u>Service in Years</u>			<u>Service in Years</u>		
<u>Reduced From</u>	<u>Reduced To</u>	<u>Number of Agreements</u>	<u>Reduced From</u>	<u>Reduced To</u>	<u>Number of Agreements</u>
11	10	1	16	15	3
12	10	1	17	15	1
12	11	2	17	16	1
13	12	1	18	16	2
15	12	3	18	17	1
14	13	2	25	17	1
15	13	3	19	18	1
15	14	2	20	18	1

Five Weeks Vacation:

Nineteen agreements provide for changes during the term of the agreement. Seven of these agreements introduce a new 5-week provision, all after 25 years' service. The other 12 agreements reduce the service requirement to be eligible for 5 weeks vacation, as shown in the following tabulation.

Changes During the Term of the
Agreement in Service Requirement
for Five Weeks Vacation

<u>Service in Years</u>			<u>Service in Years</u>		
<u>Reduced From</u>	<u>Reduced To</u>	<u>Number of Agreements</u>	<u>Reduced From</u>	<u>Reduced To</u>	<u>Number of Agreements</u>
19	17	2	24	23	1
21	20	1	25	23	2
22	20	1	25	24	1
26	20	1	30	25	1
23	22	1	29	28	1

Six Weeks Vacation:

Two agreements reduce the service requirement from 29 to 27 years' service.

Table 1

MAXIMUM AMOUNT OF PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of July 1975

Industry	Total with Provision for Paid Vacation		Maximum Number of Weeks of Paid Vacations							
			2 Weeks		3 Weeks		4 Weeks		4½ Weeks	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries	856	738,583	13	44,015	67	30,296	250	110,617	9	8,513
Manufacturing	472	301,578	6	38,603	57	25,907	140	54,624	6	6,858
Foods and beverages	44	20,492	-	-	2	594	8	2,158	-	-
Tobacco products	3	1,423	-	-	-	-	-	-	-	-
Rubber and plastic products	18	9,796	-	-	2	500	1	200	-	-
Leather industries	9	2,971	-	-	4	1,185	3	1,074	-	-
Textile mill products	28	11,604	2	485	4	1,539	15	5,124	-	-
Knitting mills	4	1,224	-	-	1	263	2	495	-	-
Clothing industries	9	9,080	-	-	7	7,590	-	-	-	-
Wood products	13	3,513	-	-	2	470	8	1,918	-	-
Furniture and fixtures	12	4,350	-	-	2	1,084	7	2,397	-	-
Paper and allied products	41	17,576	-	-	-	-	2	467	-	-
Printing and publishing	11	6,487	-	-	-	-	5	3,454	-	-
Primary metal industries	30	32,056	-	-	6	2,962	7	2,769	-	-
Metal fabricating	56	19,546	-	-	3	894	19	6,564	-	-
Machinery, except electrical	27	16,256	-	-	1	300	11	4,045	-	-
Transportation equipment	59	83,368	-	-	17	6,165	16	9,705	6	6,858
Electrical products	52	36,918	4	38,118	1	526	19	7,246	-	-
Non-metallic mineral products	20	9,122	-	-	3	1,350	6	3,118	-	-
Petroleum and coal products	2	1,128	-	-	-	-	-	-	-	-
Chemical and chemical products	15	6,777	-	-	1	200	1	200	-	-
Miscellaneous manufacturing	19	7,891	-	-	1	285	10	3,690	-	-

Table 1 (Cont'd)

MAXIMUM AMOUNT OF PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of July 1975

Industry	Total with Provision for Paid Vacation		Maximum Number of Weeks of Paid Vacations							
			2 Weeks		3 Weeks		4 Weeks		4½ Weeks	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries	856	738,583	13	44,015	67	30,296	250	110,617	9	8,513
Non-Manufacturing	384	437,005	7	5,412	10	4,389	110	55,993	3	1,655
Forestry	12	6,177	-	-	-	-	-	-	-	-
Mining and quarrying	19	25,156	-	-	1	350	4	1,731	-	-
Transportation	30	46,959	-	-	-	-	3	887	-	-
Storage	2	1,925	-	-	-	-	1	225	-	-
Communications	13	37,348	5	4,100	-	-	5	16,007	-	-
Electric gas and water utilities	13	19,178	-	-	-	-	-	-	-	-
Wholesale trade	4	1,312	1	312	-	-	-	-	-	-
Retail trade	17	31,043	-	-	-	-	3	1,519	-	-
Finance, insurance and real estate...	1	501	-	-	-	-	1	501	-	-
Education and related services	54	26,170	1	1,000	-	-	17	5,423	-	-
Health and welfare services	92	36,007	-	-	2	756	63	24,374	-	-
Recreational services	-	-	-	-	-	-	-	-	-	-
Business services	6	2,439	-	-	-	-	1	247	3	1,655
Personal services	16	7,250	-	-	6	3,013	10	4,237	-	-
Miscellaneous services	1	270	-	-	1	270	-	-	-	-
Federal administration	51	97,365	-	-	-	-	1	591	-	-
Provincial administration	5	64,742	-	-	-	-	-	-	-	-
Local administration	48	33,163	-	-	-	-	1	251	-	-

Table 1 (Cont'd)

MAXIMUM AMOUNT OF PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of July 1975

Industry	Total with Provision for Paid Vacation		Maximum Number of Weeks of Paid Vacations										Changes during Agreement	
			5 Weeks		6 Weeks		7 Weeks		Varies with Employees Covered					
Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	
All Industries	856	738,583	381	438,206	120	96,017	6	3,187	3	4,331	7	3,401		
Manufacturing	472	301,578	178	113,434	76	57,771	3	1,237	-	-	6	3,144		
Foods and beverages	44	20,492	27	13,743	3	2,560	3	1,237	-	-	1	200		
Tobacco products	3	1,423	2	777	1	646	-	-	-	-	-	-		
Rubber and plastic products	18	9,796	2	625	13	8,471	-	-	-	-	-	-		
Leather industries	9	2,971	2	712	-	-	-	-	-	-	-	-		
Textile mill products	28	11,604	6	3,091	1	1,365	-	-	-	-	-	-		
Knitting mills	4	1,224	1	466	-	-	-	-	-	-	-	-		
Clothing industries	9	9,080	2	1,490	-	-	-	-	-	-	-	-		
Wood products	13	3,513	2	665	-	-	-	-	-	-	1	460		
Furniture and fixtures	12	4,350	2	594	1	275	-	-	-	-	-	-		
Paper and allied products	41	17,576	12	4,168	27	12,941	-	-	-	-	-	-		
Printing and publishing	11	6,487	6	3,033	-	-	-	-	-	-	-	-		
Primary metal industries	30	32,056	8	4,156	9	22,169	-	-	-	-	-	-		
Metal fabricating	56	19,546	25	8,566	8	3,172	-	-	-	-	1	350		
Machinery, except electrical	27	16,256	12	9,801	3	2,110	-	-	-	-	-	-		
Transportation equipment	59	83,368	15	22,182	1	340	-	-	-	-	-	-		
Electrical products	52	36,918	28	26,803	1	209	-	-	-	-	3	2,134		
Non-metallic mineral products	20	9,122	9	4,151	2	503	-	-	-	-	-	-		
Petroleum and coal products	2	1,128	2	1,128	-	-	-	-	-	-	-	-		
Chemical and chemical products	15	6,777	9	4,831	4	1,546	-	-	-	-	-	-		
Miscellaneous manufacturing	19	7,891	6	2,452	2	1,464	-	-	-	-	-	-		

Table 1 (Cont'd)

MAXIMUM AMOUNT OF PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of July 1975

Industry	Total with Provision for Paid Vacation		Maximum Number of Weeks of Paid Vacations										Changes during Agreement	
			5 Weeks		6 Weeks		7 Weeks		Varies with Employees Covered					
			Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls		
All Industries	856	738,583	381	438,206	120	96,017	6	3,187	3	4,331	7	3,401		
Non-Manufacturing	384	437,005	203	324,772	44	38,246	3	1,950	3	4,331	1	257		
Forestry	12	6,177	1	650	11	5,527	-	-	-	-	-	-		
Mining and quarrying	19	25,156	12	22,344	1	474	-	-	-	-	1	257		
Transportation	30	46,959	10	19,841	17	26,231	-	-	-	-	-	-		
Storage	2	1,925	1	1,700	-	-	-	-	-	-	-	-		
Communications	13	37,348	3	17,241	-	-	-	-	-	-	-	-		
Electric gas and water utilities .	13	19,178	11	18,614	2	564	-	-	-	-	-	-		
Wholesale trade	4	1,312	3	1,000	-	-	-	-	-	-	-	-		
Retail trade	17	31,043	12	28,038	1	286	1	1,200	-	-	-	-		
Finance, insurance and real estate	1	501	-	-	-	-	-	-	-	-	-	-		
Education and related services ...	54	26,170	26	12,271	9	3,676	-	-	1	3,800	-	-		
Health and welfare services	92	36,007	26	10,567	-	-	-	-	1	310	-	-		
Recreational services	-	-	-	-	-	-	-	-	-	-	-	-		
Business services	6	2,439	2	537	-	-	-	-	-	-	-	-		
Personal services	16	7,250	-	-	-	-	-	-	-	-	-	-		
Miscellaneous services	1	270	-	-	-	-	-	-	-	-	-	-		
Federal administration	51	97,365	49	96,553	-	-	-	-	1	221	-	-		
Provincial administration	5	64,742	5	64,742	-	-	-	-	-	-	-	-		
Local administration	48	33,163	42	30,674	3	1,488	2	750	-	-	-	-		

Table 2

LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of July 1975

Industry	Total with 2 Weeks Provision	Length of Service for Two Weeks Vacation											
		Less than 1 Year		1 Year		2 Years		3 or more Years		Other			
		Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls		
All Industries	840 722,307	109	182,199	600	483,085	92	35,261	12	7,968	27	13,794		
Manufacturing	470 296,192	9	5,219	361	249,877	84	31,955	12	7,968	4	1,173		
Foods and beverages	44 20,492	-	-	27	10,695	12	5,900	5	3,897	-	-		
Tobacco products	3 1,423	-	-	3	1,423	-	-	-	-	-	-		
Rubber and plastic products	18 9,796	-	-	18	9,796	-	-	-	-	-	-		
Leather industries	9 2,971	-	-	5	1,479	3	1,242	-	-	1	250		
Textile mill products	28 11,604	1	1,365	17	7,114	10	3,125	-	-	-	-		
Knitting mills	4 1,224	-	-	2	741	1	220	-	-	1	263		
Clothing industries	7 3,784	-	-	3	1,852	4	1,932	-	-	-	-		
Wood products	13 3,513	-	-	9	2,596	4	917	-	-	-	-		
Furniture and fixtures	12 4,350	-	-	9	3,405	3	945	-	-	-	-		
Paper and allied products	41 17,576	-	-	39	17,055	2	521	-	-	-	-		
Printing and publishing	11 6,487	5	2,643	6	3,844	-	-	-	-	-	-		
Primary metal industries	30 32,056	-	-	26	29,214	3	2,081	1	761	-	-		
Metal fabricating	56 19,546	-	-	44	15,410	8	2,183	3	1,693	1	260		
Machinery, except electrical	27 16,256	1	279	20	13,504	4	1,273	1	800	1	400		
Transportation equipment	59 83,368	-	-	46	77,699	11	4,852	2	817	-	-		
Electrical products	53 37,128	1	270	48	34,742	4	2,116	-	-	-	-		
Non-metallic mineral products	19 8,822	-	-	11	6,436	8	2,386	-	-	-	-		
Petroleum and coal products	2 1,128	-	-	2	1,128	-	-	-	-	-	-		
Chemical and chemical products	15 6,777	-	-	13	6,256	2	521	-	-	-	-		
Miscellaneous manufacturing	19 7,891	1	662	13	5,488	5	1,741	-	-	-	-		

Table 2 (Cont'd)

LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of July 1975

Industry	Total with 2 Weeks Provision		Length of Service for Two Weeks Vacation									
			Less than 1 Year		1 Year		2 Years		3 or more Years		Other	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries	840	722,307	109	182,199	600	483,085	92	35,261	12	7,968	27	13,794
Non-Manufacturing	370	426,115	100	176,980	239	233,208	8	3,306	-	-	23	12,621
Forestry	12	6,177	-	-	2	1,787	-	-	-	-	10	4,390
Mining and quarrying	19	25,156	-	-	18	24,746	1	410	-	-	-	-
Transportation	30	46,959	1	709	27	45,577	2	673	-	-	-	-
Storage	2	1,925	-	-	2	1,925	-	-	-	-	-	-
Communications	11	34,268	1	627	5	29,541	-	-	-	-	5	4,100
Electric gas and water utilities..	13	19,178	-	-	13	19,178	-	-	-	-	-	-
Wholesale trade	4	1,312	-	-	4	1,312	-	-	-	-	-	-
Retail trade	17	31,043	1	2,500	16	28,543	-	-	-	-	-	-
Finance, insurance and real estate	1	501	-	-	1	501	-	-	-	-	-	-
Education and related services ...	51	21,490	20	11,390	30	9,820	-	-	-	-	1	280
Health and welfare services	85	33,617	27	11,598	52	18,389	-	-	-	-	6	3,630
Recreational services	-	-	-	-	-	-	-	-	-	-	-	-
Business services	4	1,699	-	-	4	1,699	-	-	-	-	-	-
Personal services	16	7,250	-	-	11	5,027	5	2,223	-	-	-	-
Miscellaneous services	1	270	-	-	1	270	-	-	-	-	-	-
Federal administration	51	97,365	44	84,870	6	12,274	-	-	-	-	1	221
Provincial administration	5	64,742	5	64,742	-	-	-	-	-	-	-	-
Local administration	48	33,163	1	544	47	32,619	-	-	-	-	-	-

Table 3

LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of July 1975

Industry	Total with 3 Weeks Provision		Length of Service for Three Weeks Vacation											
			Less than 5 Years		5 Years		6 to 9 Years		10 Years		11 to 14 Years			
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls		
All Industries	843	690,978	209	296,531	303	220,779	202	83,687	40	35,671	4	2,207		
Manufacturing	467	263,185	32	33,860	186	128,917	177	68,352	34	16,327	1	520		
Foods and beverages	44	20,492	3	1,237	15	9,035	24	9,820	1	200	-	-		
Tobacco products	3	1,423	-	-	2	777	1	646	-	-	-	-		
Rubber and plastic products	18	9,796	-	-	16	9,346	1	250	-	-	-	-		
Leather industries	9	2,971	-	-	-	-	5	1,481	3	1,240	-	-		
Textile mill products	26	11,119	1	360	8	4,672	8	2,183	8	3,554	-	-		
Knitting mills	4	1,224	-	-	-	-	2	741	-	-	-	-		
Clothing industries	9	9,080	3	6,178	-	-	1	450	2	1,490	1	520		
Wood products	13	3,513	4	1,020	2	563	5	1,225	1	245	-	-		
Furniture and fixtures	12	4,350	-	-	1	210	7	2,459	3	1,437	-	-		
Paper and allied products	41	17,576	-	-	25	12,502	14	4,369	-	-	-	-		
Printing and publishing	11	6,487	7	4,376	1	216	-	-	1	410	-	-		
Primary metal industries	30	32,056	2	1,300	18	25,597	4	1,496	4	2,532	-	-		
Metal fabricating	56	19,546	-	-	23	8,890	27	7,883	2	1,480	-	-		
Machinery, except electrical	27	16,256	-	-	9	8,783	12	3,861	-	-	-	-		
Transportation equipment	55	45,250	5	14,798	18	13,043	22	13,253	6	2,977	-	-		
Electrical products	53	37,128	-	-	25	23,729	23	10,836	1	293	-	-		
Non-metallic mineral products ...	20	9,122	2	736	7	4,604	9	3,272	1	210	-	-		
Petroleum and coal products	2	1,128	2	1,128	-	-	-	-	-	-	-	-		
Chemical and chemical products ..	15	6,777	3	2,727	8	3,052	4	998	-	-	-	-		
Miscellaneous manufacturing	19	7,891	-	-	8	3,898	8	3,129	1	259	-	-		

Table 3 (Cont'd)

LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of July 1975

Industry	Total with 3 Weeks Provision		Length of Service for Three Weeks Vacation									
			Less than 5 Years		5 Years		6 to 9 Years		10 Years		11 to 14 Years	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries	843	690,978	209	296,531	303	220,779	202	83,687	40	35,671	4	2,207
Non-Manufacturing	376	427,793	177	262,671	117	91,862	25	15,335	6	19,344	3	1,687
Forestry	12	6,177	-	-	2	1,787	-	-	-	-	-	-
Mining and quarrying	19	25,156	-	-	10	3,984	-	-	5	19,065	3	1,687
Transportation	30	46,959	16	26,080	8	13,209	6	7,670	-	-	-	-
Storage	2	1,925	-	-	2	1,925	-	-	-	-	-	-
Communications	8	33,248	5	16,207	1	4,741	1	300	-	-	-	-
Electric gas and water utilities..	13	19,178	4	15,345	8	3,413	1	420	-	-	-	-
Wholesale trade	3	1,000	-	-	2	700	1	300	-	-	-	-
Retail trade	17	31,043	2	3,700	15	27,343	-	-	-	-	-	-
Finance, insurance and real estate	1	501	1	501	-	-	-	-	-	-	-	-
Education and related services ...	52	21,370	40	17,866	9	2,437	-	-	-	-	-	-
Health and welfare services	92	36,007	40	15,204	23	9,042	3	1,264	-	-	-	-
Recreational services	-	-	-	-	-	-	-	-	-	-	-	-
Business services	6	2,439	4	1,980	2	459	-	-	-	-	-	-
Personal services	16	7,250	-	-	3	1,415	9	3,355	1	279	-	-
Miscellaneous services	1	270	-	-	1	270	-	-	-	-	-	-
Federal administration	51	97,365	48	95,880	1	591	-	-	-	-	-	-
Provincial administration	5	64,742	5	64,742	-	-	-	-	-	-	-	-
Local administration	48	33,163	12	5,166	30	20,546	4	2,026	-	-	-	-

Table 3 (Cont'd)
LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of July 1975

Industry	Total with 3 Weeks Provision		Length of Service for Three Weeks Vacation							
	Agrts	Empls	15 Years		Varies with Employees Covered		Changes during Agreement		Other	
			Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries	843	690,978	13	16,666	26	16,551	31	12,947	15	5,939
Manufacturing	467	263,185	10	3,414	2	1,665	25	10,130	-	-
Foods and beverages	44	20,492	-	-	-	-	1	200	-	-
Tobacco products	3	1,423	-	-	-	-	-	-	-	-
Rubber and plastic products	18	9,796	-	-	-	-	1	200	-	-
Leather industries	9	2,971	1	250	-	-	-	-	-	-
Textile mills products	26	11,119	1	350	-	-	-	-	-	-
Knitting mills	4	1,224	2	483	-	-	-	-	-	-
Clothing industries	9	9,080	2	442	-	-	-	-	-	-
Wood products	13	3,513	-	-	-	-	1	460	-	-
Furniture and fixtures	12	4,350	-	-	-	-	1	244	-	-
Paper and allied products	41	17,576	-	-	-	-	2	705	-	-
Printing and publishing	11	6,487	-	-	1	1,265	1	220	-	-
Primary metal industries	30	32,056	1	431	-	-	1	700	-	-
Metal fabricating	56	19,546	-	-	-	-	4	1,293	-	-
Machinery, except electrical	27	16,256	1	800	1	400	4	2,412	-	-
Transportation equipment	55	45,250	1	358	-	-	3	821	-	-
Electrical products	53	37,128	-	-	-	-	4	2,270	-	-
Non-metallic mineral products	20	9,122	1	300	-	-	-	-	-	-
Petroleum and coal products	2	1,128	-	-	-	-	-	-	-	-
Chemical and chemical products	15	6,777	-	-	-	-	-	-	-	-
Miscellaneous manufacturing	19	7,891	-	-	-	-	2	605	-	-

Table 3 (Cont'd)

LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by industry, as of July 1975

Industry	Total with 3 Weeks Provision		Length of Service for Three Weeks Vacation							
			15 Years		Varies with Employees Covered		Changes during Agreement		Other	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries	843	690,978	13	16,666	26	16,551	31	12,947	15	5,939
Non-Manufacturing	376	427,793	3	13,252	24	14,886	6	2,817	15	5,939
Forestry	12	6,177	-	-	-	-	-	-	10	4,390
Mining and quarrying	19	25,156	-	-	-	-	-	-	1	420
Transportation	30	46,959	-	-	-	-	-	-	-	-
Storage	2	1,925	-	-	-	-	-	-	-	-
Communications	8	33,248	1	12,000	-	-	-	-	-	-
Electric gas and water utilities	13	19,178	-	-	-	-	-	-	-	-
Wholesale trade	3	1,000	-	-	-	-	-	-	-	-
Retail trade	17	31,043	-	-	-	-	-	-	-	-
Finance, insurance and real estate ...	1	501	-	-	-	-	-	-	-	-
Education and related services	52	21,370	-	-	1	280	2	787	-	-
Health and welfare services	92	36,007	-	-	19	8,287	3	1,081	4	1,129
Recreational services	-	-	-	-	-	-	-	-	-	-
Business services	6	2,439	-	-	-	-	-	-	-	-
Personal services	16	7,250	2	1,252	-	-	1	949	-	-
Miscellaneous services	1	270	-	-	-	-	-	-	-	-
Federal administration	51	97,365	-	-	2	894	-	-	-	-
Provincial administration	5	64,742	-	-	-	-	-	-	-	-
Local administration	48	33,163	-	-	2	5,425	-	-	-	-

Table 4

LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of July 1975

Industry	Total with 4 Weeks Provision	Length of Service for Four Weeks Vacation							
		Less than 5 Years		5 Years		6 to 9 Years		10 Years	
		Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries	777 665,509	12	7,370	9	2,984	8	3,990	58	51,722
Manufacturing	410 238,305	1	236	-	-	5	3,316	24	18,595
Foods and beverages	42 19,898	-	-	-	-	-	-	4	1,437
Tobacco products	3 1,423	-	-	-	-	-	-	-	-
Rubber and plastic products	16 9,296	-	-	-	-	-	-	-	-
Leather industries	5 1,786	-	-	-	-	-	-	-	-
Textile mill products	22 9,580	-	-	-	-	-	-	2	1,725
Knitting mills	3 961	-	-	-	-	-	-	-	-
Clothing industries	2 1,490	-	-	-	-	-	-	-	-
Wood products	11 3,043	-	-	-	-	-	-	-	-
Furniture and fixtures	10 3,266	-	-	-	-	-	-	-	-
Paper and allied products	41 17,576	-	-	-	-	-	-	-	-
Printing and publishing	11 6,487	-	-	-	-	-	-	-	-
Primary metal industries	25 30,395	1	236	-	-	3	2,097	1	310
Metal fabricating	53 18,652	-	-	-	-	-	-	7	9,537
Machinery, except electrical	26 15,956	-	-	-	-	-	-	-	-
Transportation equipment	37 38,811	-	-	-	-	-	-	-	-
Electrical products	52 36,602	-	-	-	-	1	408	1	302
Non-metallic mineral products	17 7,772	-	-	-	-	-	-	-	-
Petroleum and coal products	2 1,128	-	-	-	-	-	-	1	436
Chemical and chemical products	14 6,577	-	-	-	-	-	-	2	1,128
Miscellaneous manufacturing	18 7,606	-	-	-	-	1	811	6	3,720
		-	-	-	-	-	-	-	-

Table 4 (Cont'd)

LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of July 1975

Industry	Total with 4 Weeks Provision		Length of Service for Four Weeks Vacation							
			Less than 5 Years		5 Years		6 to 9 Years		10 Years	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries	777	665,509	12	7,370	9	2,984	8	3,990	58	51,722
Non-Manufacturing	367	427,204	11	7,134	9	2,984	3	674	34	33,127
Forestry	12	6,177	-	-	-	-	-	-	-	-
Mining and quarrying	18	24,806	-	-	-	-	-	-	7	3,021
Transportation	30	46,959	-	-	-	-	-	-	2	8,050
Storage	2	1,925	-	-	-	-	-	-	-	-
Communications	8	33,248	-	-	-	-	-	-	-	-
Electric gas and water utilities	13	19,178	-	-	-	-	-	-	-	-
Wholesale trade	3	1,000	-	-	-	-	-	-	2	700
Retail trade	17	31,043	-	-	-	-	-	-	9	16,102
Finance, insurance and real estate ...	1	501	-	-	-	-	-	-	-	-
Education and related services	53	25,170	1	3,800	1	200	1	224	8	3,138
Health and welfare services	90	35,251	10	3,334	8	2,784	-	-	2	775
Recreational services	-	-	-	-	-	-	-	-	-	-
Business services	6	2,439	-	-	-	-	-	-	-	-
Personal services	10	4,237	-	-	-	-	-	-	-	-
Miscellaneous services	-	-	-	-	-	-	-	-	-	-
Federal administration	51	97,365	-	-	-	-	-	-	2	850
Provincial administration	5	64,742	-	-	-	-	-	-	-	-
Local administration	48	33,163	-	-	-	-	2	450	2	491

Table 4 (Cont'd)
LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of July 1975

Industry	Total with 4 Weeks Provision	Length of Service for Four Weeks Vacation									
		11 to 14 Years		15 Years		16 to 19 Years		20 Years			
		Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls		
All Industries	777	665,509	140	109,719	330	355,997	107	55,585	39	33,029	
Manufacturing	410	238,305	29	15,934	205	142,582	85	29,929	32	13,423	
Foods and beverages	42	19,898	5	3,225	23	11,689	9	3,347	-	-	
Tobacco products	3	1,423	3	1,423	-	-	-	-	-	-	
Rubber and plastic products	16	9,296	1	410	15	8,886	-	-	-	-	
Leather industries	5	1,786	1	332	-	-	2	414	-	-	
Textile mill products	22	9,580	1	351	6	2,795	6	1,642	4	1,842	
Knitting mills	3	961	-	-	1	466	1	275	1	220	
Clothing industries	2	1,490	-	-	-	-	-	-	2	1,490	
Wood products	11	3,043	4	998	3	880	2	460	1	245	
Furniture and fixtures	10	3,266	-	-	4	1,282	2	875	3	865	
Paper and allied products	41	17,576	1	248	34	15,670	5	1,433	1	225	
Printing and publishing	11	6,487	-	-	2	626	-	-	-	-	
Primary metal industries	25	30,395	-	-	11	16,077	3	2,068	3	2,282	
Metal fabricating	53	18,652	1	260	22	8,538	19	5,579	3	923	
Machinery, except electrical	26	15,956	-	-	12	9,782	6	2,147	4	1,615	
Transportation equipment	37	38,811	-	-	20	31,473	8	3,751	6	2,619	
Electrical products	52	36,602	4	5,728	31	25,425	12	3,482	2	517	
Non-metallic mineral products	17	7,772	4	1,520	7	3,718	4	1,777	1	321	
Petroleum and coal products	2	1,128	-	-	-	-	-	-	-	-	
Chemical and chemical products	14	6,577	1	277	6	1,769	-	-	-	-	
Miscellaneous manufacturing	18	7,606	3	1,162	8	3,506	6	2,679	1	259	

Table 4 (Cont'd)
LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of July 1975

Industry	Total with 4 Weeks Provision	Length of Service for Four Weeks Vacation							
		11 to 14 Years		15 Years		16 to 19 Years		20 Years	
		Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries	777 665,509	140	109,719	330	355,997	107	55,585	39	33,029
Non-Manufacturing	367 427,204	111	93,785	125	213,415	22	25,656	7	19,606
Forestry	12 6,177	-	-	2	1,787	-	-	-	-
Mining and quarrying	18 24,806	-	-	2	613	-	-	4	18,808
Transportation	30 46,959	23	32,131	5	6,778	-	-	-	-
Storage	2 1,925	1	1,700	1	225	-	-	-	-
Communications	8 33,248	1	4,741	5	16,207	-	-	1	300
Electric gas and water utilities	13 19,178	6	2,108	6	16,650	1	420	-	-
Wholesale trade	3 1,000	-	-	-	-	1	300	-	-
Retail trade	17 31,043	7	12,441	1	2,500	-	-	-	-
Finance, insurance and real estate ..	1 501	-	-	1	501	-	-	-	-
Education and related services	53 25,170	27	10,458	9	5,354	2	751	-	-
Health and welfare services	90 35,251	19	7,731	26	9,777	3	1,264	-	-
Recreational services	-	-	-	-	-	-	-	-	-
Business services	6 2,439	-	-	4	1,699	2	740	-	-
Personal services	10 4,237	1	262	4	2,445	3	1,032	2	498
Miscellaneous services	-	-	-	-	-	-	-	-	-
Federal administration	51 97,365	1	200	37	74,736	9	20,685	-	-
Provincial administration	5 64,742	-	-	5	64,742	-	-	-	-
Local administration	48 33,163	25	22,013	17	9,401	1	464	-	-

Table 4 (Cont'd)

LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of July 1975

Industry	Total with 4 Weeks Provision		Length of Service for Four Weeks Vacation									
	Agrts	Empls	Over 20 Years		Varies with Employees Covered		Changes during Agreement		Other			
			Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls		
All Industries	777	665,509	11	17,483	21	9,612	26	10,854	16	7,164		
Manufacturing	410	238,305	7	3,796	-	-	21	9,229	1	1,265		
Foods and beverages	42	19,898	-	-	-	-	1	200	-	-		
Tobacco products	3	1,423	-	-	-	-	-	-	-	-		
Rubber and plastic products	16	9,296	-	-	-	-	-	-	-	-		
Leather industries	5	1,786	1	660	-	-	1	380	-	-		
Textile mill products	22	9,580	3	1,225	-	-	-	-	-	-		
Knitting mills	3	961	-	-	-	-	-	-	-	-		
Clothing industries	2	1,490	-	-	-	-	-	-	-	-		
Wood products	11	3,043	-	-	-	-	1	460	-	-		
Furniture and fixtures	10	3,266	-	-	-	-	1	244	-	-		
Paper and allied products	41	17,576	-	-	-	-	-	-	-	-		
Printing and publishing	11	6,487	-	-	-	-	3	1,953	1	1,265		
Primary metal industries	25	30,395	1	431	-	-	-	-	-	-		
Metal fabricating	53	18,652	2	1,480	-	-	6	1,872	-	-		
Machinery, except electrical	26	15,956	-	-	-	-	4	2,412	-	-		
Transportation equipment	37	38,811	-	-	-	-	1	258	-	-		
Electrical products	52	36,602	-	-	-	-	3	1,450	-	-		
Non-metallic mineral products	17	7,772	-	-	-	-	-	-	-	-		
Petroleum and coal products	2	1,128	-	-	-	-	-	-	-	-		
Chemical and chemical products	14	6,577	-	-	-	-	-	-	-	-		
Miscellaneous manufacturing	18	7,606	-	-	-	-	-	-	-	-		

Table 4 (Cont'd)

LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of July 1975

Industry	Total with 4 Weeks Provision		Length of Service for Four Weeks Vacation							
	Agrts	Empls	Over 20 Years		Varies with Employees Covered		Changes during Agreement		Other	
			Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries	777	665,509	11	17,483	21	9,612	26	10,854	16	7,164
Non-Manufacturing	367	427,204	4	13,687	21	9,612	5	1,625	15	5,899
Forestry	12	6,177	-	-	-	-	-	-	10	4,390
Mining and quarrying	18	24,806	3	1,687	-	-	1	257	1	420
Transportation	30	46,959	-	-	-	-	-	-	-	-
Storage	2	1,925	-	-	-	-	-	-	-	-
Communications	8	33,248	1	12,000	-	-	-	-	-	-
Electric gas and water utilities ...	13	19,178	-	-	-	-	-	-	-	-
Wholesale trade	3	1,000	-	-	-	-	-	-	-	-
Retail trade	17	31,043	-	-	-	-	-	-	-	-
Finance, insurance and real estate .	1	501	-	-	-	-	-	-	-	-
Education and related services	53	25,170	-	-	2	741	2	504	-	-
Health and welfare services	90	35,251	-	-	16	7,633	2	864	4	1,089
Recreational services	-	-	-	-	-	-	-	-	-	-
Business services	6	2,439	-	-	-	-	-	-	-	-
Personal services	10	4,237	-	-	-	-	-	-	-	-
Miscellaneous services	-	-	-	-	-	-	-	-	-	-
Federal administration	51	97,365	-	-	2	894	-	-	-	-
Provincial administration	5	64,742	-	-	-	-	-	-	-	-
Local administration	48	33,163	-	-	1	344	-	-	-	-

Table 5

LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of July 1975

Industry	Total with 5 Weeks Provision	Length of Service for Five Weeks Vacation									
		15 Years		16 to 19 Years		20 Years		21 to 24 Years		25 Years	
		Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries	513 540,174	8	3,679	10	4,416	95	95,172	104	88,500	193	211,570
Manufacturing	261 174,728	4	1,645	5	2,859	60	58,763	29	15,963	128	78,304
Foods and beverages	33 17,490	3	1,237	-	-	6	4,022	7	5,481	15	6,283
Tobacco products	3 1,423	-	-	3	1,423	-	-	-	-	-	-
Rubber and plastic products	15 9,096	-	-	-	-	13	8,436	-	-	1	250
Leather industries	2 712	-	-	-	-	-	-	-	-	1	332
Textile mill products	7 4,456	-	-	-	-	3	2,076	-	-	3	2,095
Knitting mills	1 466	-	-	-	-	1	466	-	-	-	-
Clothing industries	2 1,490	-	-	-	-	-	-	-	-	-	-
Wood products	3 1,124	-	-	-	-	-	-	1	350	1	524
Furniture and fixtures	3 869	-	-	-	-	-	-	1	275	1	350
Paper and allied products	39 17,109	-	-	-	-	1	248	4	1,264	32	14,945
Printing and publishing	6 3,033	-	-	-	-	-	-	-	-	5	2,723
Primary metal industries	16 25,843	-	-	-	625	5	8,587	-	-	9	15,330
Metal fabricating	33 11,753	-	-	-	-	5	2,796	5	1,376	16	5,563
Machinery, except electrical	15 11,911	-	-	-	-	4	7,000	3	1,122	6	1,910
Transportation equipment	16 22,522	1	408	-	-	8	18,143	-	-	6	3,627
Electrical products	33 29,356	-	-	-	-	1	425	5	5,015	16	17,042
Non-metallic mineral products	11 4,654	-	-	-	-	3	1,045	3	1,080	5	2,529
Petroleum and coal products	2 1,128	-	-	-	-	2	1,128	-	-	-	-
Chemical and chemical products	13 6,377	-	-	1	811	7	3,997	-	-	5	1,569
Miscellaneous manufacturing	8 3,916	-	-	-	-	1	394	-	-	6	3,232

Table 5 (Cont'd)

LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of July 1975

Industry	Total with 5 Weeks Provision	Length of Service for Five Weeks Vacation									
		15 Years		16 to 19 Years		20 Years		21 to 24 Years		25 Years	
		Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries	513 540,174	8	3,679	10	4,416	95	95,172	104	88,500	193	211,570
Non-Manufacturing	252 365,446	4	2,034	5	1,557	35	36,409	75	72,537	65	133,266
Forestry	12 6,177	-	-	-	-	-	-	-	-	2	1,787
Mining and quarrying	14 23,075	2	622	-	-	4	1,882	-	-	2	651
Transportation	27 46,072	-	-	-	-	7	13,166	17	26,282	3	6,624
Storage	1 1,700	-	-	-	-	1	1,700	-	-	-	-
Communications	3 17,241	-	-	-	-	-	-	1	4,741	2	12,500
Electric gas and water utilities..	13 19,178	-	-	-	-	-	-	3	929	9	17,829
Wholesale trade	3 1,000	-	-	-	-	2	600	-	-	1	400
Retail trade	14 29,524	1	1,200	-	-	7	14,552	5	11,272	-	-
Finance, insurance and real estate	-	-	-	-	-	-	-	-	-	-	-
Education and related services ...	35 15,947	-	-	1	224	5	1,515	20	8,054	7	5,429
Health and welfare services	26 10,567	1	212	2	883	3	891	4	1,212	16	7,369
Recreational services	-	-	-	-	-	-	-	-	-	-	-
Business services	2 537	-	-	-	-	-	-	1	212	1	325
Personal services	-	-	-	-	-	-	-	-	-	-	-
Miscellaneous services	-	-	-	-	-	-	-	-	-	-	-
Federal administration	50 96,774	-	-	-	-	-	-	-	-	3	5,550
Provincial administration	5 64,742	-	-	-	-	-	-	-	-	5	64,742
Local administration	47 32,912	-	-	2	450	6	2,103	24	19,835	14	10,060

Table 5 (Cont'd)

LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of July 1975

Industry	Total with 5 Weeks Provision		Length of Service for Five Weeks Vacation									
			26 to 29 Years		30 Years		Over 30 Years		Changes during Agreement		Other	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries	513	540,175	24	59,579	48	61,049	2	1,490	19	10,329	10	4,390
Non-Manufacturing	252	365,446	12	54,028	43	58,209	-	-	3	3,016	10	4,390
Forestry	12	6,177	-	-	-	-	-	-	-	-	10	4,390
Mining and quarrying	14	23,075	-	-	5	19,663	-	-	1	257	-	-
Transportation	27	46,072	-	-	-	-	-	-	-	-	-	-
Storage	1	1,700	-	-	-	-	-	-	-	-	-	-
Communications	3	17,241	-	-	-	-	-	-	-	-	-	-
Electric gas and water utilities..	13	19,178	-	-	1	420	-	-	-	-	-	-
Wholesale trade	3	1,000	-	-	-	-	-	-	-	-	-	-
Retail trade	14	29,524	1	2,500	-	-	-	-	-	-	-	-
Finance, insurance and real estate	-	-	-	-	-	-	-	-	-	-	-	-
Education and related services ...	35	15,947	-	-	1	516	-	-	1	209	-	-
Health and welfare services	26	10,567	-	-	-	-	-	-	-	-	-	-
Recreational services	-	-	-	-	-	-	-	-	-	-	-	-
Business services	2	537	-	-	-	-	-	-	-	-	-	-
Personal services	-	-	-	-	-	-	-	-	-	-	-	-
Miscellaneous services	-	-	-	-	-	-	-	-	-	-	-	-
Federal administration	50	96,774	11	51,528	35	37,146	-	-	1	2,550	-	-
Provincial administration	5	64,742	-	-	-	-	-	-	-	-	-	-
Local administration	47	32,912	-	-	1	464	-	-	-	-	-	-

Table 6

LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of July 1975

Industry	Total with 6 Weeks Provision	Length of Service for Six Weeks Vacation							
		20 Years		21 to 24 Years		25 Years		26 to 29 Years	
		Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries	126 99,204	4	2,437	1	230	5	2,979	41	38,974
Manufacturing	79 59,008	3	1,237	-	-	4	2,755	23	11,611
Foods and beverages	6 3,797	3	1,237	-	-	1	637	-	-
Tobacco products	1 646	-	-	-	-	-	-	-	-
Rubber and plastic products	13 8,471	-	-	-	-	-	-	-	-
Leather industries	-	-	-	-	-	-	-	-	-
Textile mill products	1 1,365	-	-	-	-	-	-	-	-
Knitting mills	-	-	-	-	-	-	-	-	-
Clothing industries	-	-	-	-	-	-	-	-	-
Wood products	-	-	-	-	-	-	-	-	-
Furniture and fixtures	1 275	-	-	-	-	-	-	-	-
Paper and allied products	27 12,941	-	-	-	-	-	-	23	11,611
Printing and publishing	-	-	-	-	-	-	-	-	-
Primary metal industries	9 22,169	-	-	-	-	2	1,783	-	-
Metal fabricating	8 3,172	-	-	-	-	1	335	-	-
Machinery, except electrical	3 2,110	-	-	-	-	-	-	-	-
Transportation equipment	1 340	-	-	-	-	-	-	-	-
Electrical products	1 209	-	-	-	-	-	-	-	-
Non-metallic mineral products	2 503	-	-	-	-	-	-	-	-
Petroleum and coal products	-	-	-	-	-	-	-	-	-
Chemical and chemical products	4 1,546	-	-	-	-	-	-	-	-
Miscellaneous manufacturing	2 1,464	-	-	-	-	-	-	-	-

Table 6 (Cont'd)

LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of July 1975

Industry	Total with 6 Weeks Provision	Length of Service for Weeks Vacation								
		20 Years		21 to 24 Years		25 Years		26 to 29 Years		
		Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	
All Industries	126	99,204	4	2,437	1	230	5	2,979	41	38,974
Non-Manufacturing	47	40,196	1	1,200	1	230	1	224	18	27,363
Forestry	11	5,527	-	-	-	-	-	-	2	1,787
Mining and quarrying	1	474	-	-	-	-	-	-	-	-
Transportation	17	26,231	-	-	-	-	-	-	14	24,713
Storage	-	-	-	-	-	-	-	-	-	-
Communications	-	-	-	-	-	-	-	-	-	-
Electric gas and water utilities	2	564	-	-	-	-	-	-	1	264
Wholesale trade	-	-	-	-	-	-	-	-	-	-
Retail trade	2	1,486	1	1,200	-	-	-	-	-	-
Finance, insurance and real estate ...	-	-	-	-	-	-	-	-	-	-
Education and related services	9	3,676	-	-	-	-	1	224	-	-
Health and welfare services	-	-	-	-	-	-	-	-	-	-
Recreational services	-	-	-	-	-	-	-	-	-	-
Business services	-	-	-	-	-	-	-	-	-	-
Personal services	-	-	-	-	-	-	-	-	-	-
Miscellaneous services	-	-	-	-	-	-	-	-	-	-
Federal administration	-	-	-	-	-	-	-	-	-	-
Provincial administration	-	-	-	-	-	-	-	-	-	-
Local administration	5	2,238	-	-	1	230	-	-	1	599

Table 6 (Cont'd)
LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of July 1975

Industry	Total with 6 Weeks Provision	Length of Service for Six Weeks Vacation							
		30 Years		Over 30 Years		Changes during Agreement		Other	
		Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries	126	99,204	48	40,694	16	8,271	2	1,879	9 3,740
Manufacturing	79	59,008	39	36,942	8	4,584	2	1,879	-
Foods and beverages	6	3,797	2	1,923	-	-	-	-	-
Tobacco products	1	646	1	646	-	-	-	-	-
Rubber and plastic products	13	8,471	12	8,221	1	250	-	-	-
Leather industries	-	-	-	-	-	-	-	-	-
Textile mill products	1	1,365	-	-	1	1,365	-	-	-
Knitting mills	-	-	-	-	-	-	-	-	-
Clothing industries	-	-	-	-	-	-	-	-	-
Wood products	-	-	-	-	-	-	-	-	-
Furniture and fixtures	1	275	1	275	-	-	-	-	-
Paper and allied products	27	12,941	3	977	1	353	-	-	-
Printing and publishing	-	-	-	-	-	-	-	-	-
Primary metal industries	9	22,169	7	20,386	-	-	-	-	-
Metal fabricating	8	3,172	7	2,837	-	-	-	-	-
Machinery, except electrical	3	2,110	1	231	-	-	2	1,879	-
Transportation equipment	1	340	1	340	-	-	-	-	-
Electrical products	1	209	1	209	-	-	-	-	-
Non-metallic mineral products	2	503	2	503	-	-	-	-	-
Petroleum and coal products	-	-	-	-	-	-	-	-	-
Chemical and chemical products	4	1,546	-	-	4	1,546	-	-	-
Miscellaneous manufacturing	2	1,464	1	394	1	1,070	-	-	-

Table 6 (Cont'd)

LENGTH OF SERVICE FOR SIX WEEKS PAID VACATION

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of July 1975

Industry	Total with 6 Weeks Provision	Length of Service for Six Weeks Vacation									
		30 Years		Over 30 Years		Changes during Agreement		Other		Agrts	Empls
		Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls		
All Industries	126 99,204	48	40,694	16	8,271	2	1,879	9	3,740		
Non-Manufacturing	47 40,196	9	3,752	8	3,687	-	-	9	3,740		
Forestry	11 5,527	-	-	-	-	-	-	9	3,740		
Mining and quarrying	1 474	1	474	-	-	-	-	-	-		
Transportation	17 26,231	2	1,008	1	510	-	-	-	-		
Storage	-	-	-	-	-	-	-	-	-		
Communications	-	-	-	-	-	-	-	-	-		
Electric gas and water utilities	2 564	1	300	-	-	-	-	-	-		
Wholesale trade	-	-	-	-	-	-	-	-	-		
Retail trade	2 1,486	1	286	-	-	-	-	-	-		
Finance, insurance and real estate ...	-	-	-	-	-	-	-	-	-		
Education and related services	9 3,676	1	275	7	3,177	-	-	-	-		
Health and welfare services	-	-	-	-	-	-	-	-	-		
Recreational services	-	-	-	-	-	-	-	-	-		
Business services	-	-	-	-	-	-	-	-	-		
Personal services	-	-	-	-	-	-	-	-	-		
Miscellaneous services	-	-	-	-	-	-	-	-	-		
Federal administration	-	-	-	-	-	-	-	-	-		
Provincial administration	-	-	-	-	-	-	-	-	-		
Local administration	5 2,238	3	1,409	-	-	-	-	-	-		

PAID HOLIDAYS

Number of Paid Holidays (Table 7)

An analysis of 870 agreements shows that 857 (96 per cent) covering 98 per cent of the employees provide for a given number of paid holidays per year. The agreements with no provision are mostly in the entertainment industry.

The following tabulation lists the different provisions relating to the number of paid holidays. For the sake of conciseness, some of these provisions are combined in Table 7 in which the number of holidays is given by industry groups.

Number of Paid Holidays

	<u>No. of Agreements</u>	<u>No. of Employees</u>
7	1	800
8	12	9,236
8 and one-half day	2	1,252
8 and two-half days	2	638
9	91	59,613
9 and one-half day	3	1,602
9 and two-half days	42	16,760
10	253	180,948
10 and one-half day	5	1,602
10 and two-half days	18	13,703
11	266	309,748
11 and one-half day	6	2,239
11 and two-half days	12	5,006
12	66	38,183
12 and one-half day	2	618
13	23	9,395
13 and one-half day	1	206
13 and two-half days	1	818
14	6	4,836
15	6	39,140
16	1	314
Varies with employees covered	6	1,692
Changes during agreement	23	31,654
Other	9	5,946
Total with Provision	<u>857</u>	<u>735,949</u>

As the tabulation shows, the most common provisions are:

- a) 10 full days in 30 per cent of the 857 agreements with a provision, covering 25 per cent of the employees;
- b) 11 full days in 31 per cent of the agreements, covering 42 per cent of the employees.

Industries where a substantial number of contracts provide fewer than 10 holidays are food and beverage, knitting mills, clothing, leather, printing and publishing, primary metal, mining and quarrying. Employees who receive more than 11 holidays are in tobacco, transportation equipment, paper industries and forestry.

In the previous report on paid holidays^{*}, 838 agreements were analysed of which 825 (98 per cent) had a provision for paid holidays. The most significant change that has taken place over the past 6 months was an increase in the number of agreements providing 11 or more statutory holidays and a corresponding decrease in the number providing fewer than 10.

Per Cent of Contracts with
Provision for Paid Holidays

	<u>January 1975</u>	<u>July 1975</u>
Fewer than 10 days	22	18
10 full days	29	30
11 full days	28	31
11½ or more days	11	15

In twenty-three agreements, there are changes during the term of the agreement in the number of holidays provided. In 14 of these agreements, the number of paid holidays increases as shown in the following tabulation.

* "Paid Vacations and Paid Holidays in Ontario Collective Agreements, January 1975", Research Branch, Ontario Ministry of Labour, February 1975, Bargaining Information Series, No. 2.

Changes During the Term of the Agreement
in the Number of Paid Holidays

Number of Holidays, in Days

<u>Increased From</u>	<u>Increased To</u>	<u>Number of Agreements</u>
9	10	2
10	11	5
10½	11	1
11	12	1
11	13	1
12	13	1
13	15	1
14	15	2

The remaining 9 agreements that provide for changes during the term of the agreement give paid days off during the Christmas shutdown and the number of days off varies with each year depending on which day of the week Christmas falls.

Pay for Work on Paid Holidays (Table 8)

Eight hundred and fifty one (98 per cent) of the agreements covering 97 per cent of the employees have a provision for pay for work on a paid holiday. These percentages have not changed since January.

Three formulae are most commonly used to determine the amount of pay for work performed on holidays:

- a) holiday pay plus either pay for the time worked or paid time off (71 per cent of those with a provision);
- b) paid day off plus pay for the time worked;
- c) choice of holiday pay or paid day off plus pay for the time worked.

The first formula is found in all industries; the other two are found chiefly in health and welfare, personal services and local administration.

As in January, the most prevalent forms of payment for holidays worked are: holiday pay plus time-and-one-half for the time worked (34 per cent of the 851 agreements, covering 27 per cent of the employees); and holiday pay plus double time for the time worked (32 per cent of the agreements, covering 31 per cent of the employees).

Work Requirement for Holiday Pay

As in January, eighty-three per cent of the agreements analyzed require the employee to be at work on specified days to be eligible for holiday pay. Of the 726 agreements with this provision, 78 per cent, covering 73 per cent of the employees, require the employee to be at work the day before and the day after the holiday.

Work Requirement for Holiday Pay

	<u>Number of Agreements</u>	<u>Number of Employees</u>
Employee must work:		
- the day before and after the holiday	564	399,715
- either the day before or after the holiday	12	9,047
- the day before the holiday	4	1,581
- some time during the holiday week, payroll period or other specified period	52	55,333
- combinations of above	93	82,720
Other	1	466
	<hr/>	<hr/>
Total with provision	726	548,862

Service Requirement for Holiday Pay

As in January, fifty per cent of the agreements analyzed provide for a minimum service requirement before the employee is eligible for holiday pay. Of the 435 agreements with this provision, 21 per cent require 30 or fewer calendar days and 17 per cent require 31 to 60 working days service, to be eligible for holiday pay.

Service Requirement for Holiday Pay

	<u>Number of Agreements</u>	<u>Number of Employees</u>
<u>Minimum Service Requirement Specified in Calendar Days</u>		
30 or fewer days	92	80,284
31 to 60 days	46	18,917
61 to 90 days	24	39,467
<u>Minimum Service Requirement Specified in Working Days</u>		
30 or fewer days	60	26,189
31 to 60 days	74	25,967
61 to 90 days	7	29,145
<u>Minimum Service Requirement Specified in Weeks</u>	11	3,447
<u>Minimum Service Requirement Specified in Months</u>		
1 month	13	16,400
2 months	13	5,945
3 months	40	17,671
More than 3 months	8	3,250
Minimum Service not specified	2	2,779
Other	45	37,611
Total with provision	435	307,072

Table 7

NUMBER OF PAID HOLIDAYS

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of July 1975

Industry	Total with Provision Agrts Empls	Number of Paid Holidays										
		Less than 9 Full Days		8 and 2 Halves, 9 and 9½		9 and 2 Halves, 10 and 10½		10 and 2 Halves, 11 and 11½		11 and 2 Halves, 12 and 12½		
		Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	
All Industries	857	735,949	15	11,288	96	61,853	300	199,310	291	325,985	80	43,807
Manufacturing	473	301,788	8	7,528	74	48,144	155	69,168	128	62,258	51	31,666
Foods and beverages	44	20,492	-	-	14	4,858	19	10,496	7	2,233	3	2,087
Tobacco products	3	1,423	-	-	-	-	-	-	-	-	-	-
Rubber and plastic products	18	9,796	-	-	-	-	4	1,220	12	7,966	1	200
Leather industries	9	2,971	1	380	5	1,517	2	414	-	-	-	-
Textile mill products	28	11,604	1	275	7	1,960	13	4,533	4	3,095	1	521
Knitting mills	4	1,224	2	495	1	263	1	466	-	-	-	-
Clothing industries	9	9,080	4	6,378	5	2,702	-	-	-	-	-	-
Wood products	13	3,513	-	-	2	572	7	1,644	4	1,297	-	-
Furniture and fixtures	12	4,350	-	-	2	564	6	2,522	4	1,264	-	-
Paper and allied products	41	17,576	-	-	2	691	6	1,879	18	6,990	10	5,916
Printing and publishing	11	6,487	-	-	8	5,625	3	862	-	-	-	-
Primary metal industries	30	32,056	-	-	11	23,306	9	4,358	3	1,148	6	2,969
Metal fabricating	56	19,546	-	-	7	2,143	22	7,623	13	3,746	6	2,407
Machinery, except electrical	27	16,256	-	-	-	-	9	7,127	8	2,461	4	2,526
Transportation equipment	59	83,368	-	-	4	1,838	9	4,326	13	5,259	10	8,888
Electrical products	53	37,128	-	-	2	724	18	9,492	26	21,379	4	1,985
Non-metallic mineral products	20	9,122	-	-	3	1,181	7	2,954	4	1,064	5	3,683
Petroleum and coal products	2	1,128	-	-	-	-	2	1,128	-	-	-	-
Chemical and chemical products ...	15	6,777	-	-	-	-	10	4,955	3	904	1	484
Miscellaneous manufacturing	19	7,891	-	-	1	200	8	3,169	9	3,452	-	-

Table 7 (Cont'd)

NUMBER OF PAID HOLIDAYS

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of July 1975

Industry	Total with Provision	Number of Paid Holidays										
		Less than 9 Full Days		8 and 2 Halves, 9 and 9½		9 and 2 Halves, 10 and 10½		10 and 2 Halves, 11 and 11½		11 and 2 Halves, 12 and 12½		
		Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	
All Industries	857	735,949	15	11,288	96	61,853	300	199,310	291	325,985	80	43,807
Non-Manufacturing	384	434,161	7	3,760	22	13,709	145	130,142	163	263,727	29	12,141
Forestry	12	6,177	-	-	-	-	-	-	2	1,287	10	4,890
Mining and quarrying	19	25,156	-	-	9	3,882	7	20,289	1	525	1	203
Transportation	35	49,429	1	1,002	4	2,290	23	29,774	5	14,628	-	-
Storage	2	1,925	-	-	1	225	-	-	1	1,700	-	-
Communications	8	33,248	-	-	1	300	5	27,580	-	-	1	627
Electric gas and water utilities..	13	19,178	-	-	1	420	3	1,506	8	16,988	1	264
Wholesale trade	4	1,312	-	-	-	-	2	700	1	300	-	-
Retail trade	17	31,043	-	-	2	5,175	12	12,248	3	13,620	-	-
Finance, insurance and real estate	1	501	-	-	-	-	-	-	1	501	-	-
Education and related services ...	53	25,170	-	-	2	788	3	1,180	37	19,736	3	1,480
Health and welfare services	92	36,007	-	-	-	-	73	29,553	18	6,237	1	217
Recreational services	1	250	1	250	-	-	-	-	-	-	-	-
Business services	6	2,439	1	247	-	-	5	2,192	-	-	-	-
Personal services	16	7,250	3	2,052	2	629	10	4,259	1	310	-	-
Miscellaneous services	2	479	1	209	-	-	1	270	-	-	-	-
Federal administration	50	96,692	-	-	-	-	1	591	49	96,101	-	-
Provincial administration	5	64,742	-	-	-	-	-	-	5	64,742	-	-
Local administration	48	33,163	-	-	-	-	-	-	31	27,052	12	4,460

Table 7 (Cont'd)

NUMBER OF PAID HOLIDAYS

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of July 1975

Industry	Total with Provision		Number of Paid Holidays									
			13 and 13½		13 and 2 Halves, 14 or more Full Days		Varies with Employees Covered		Changes during Agreement		Other	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries	857	735,949	24	9,601	14	45,108	6	1,692	23	31,654	8	5,651
Manufacturing	473	301,788	20	8,611	12	43,996	2	685	20	25,721	3	4,011
Foods and beverages	44	20,492	-	-	1	818	-	-	-	-	-	-
Tobacco products	3	1,423	-	-	3	1,423	-	-	-	-	-	-
Rubber and plastic products	18	9,796	1	410	-	-	-	-	-	-	-	-
Leather industries	9	2,971	-	-	-	-	-	-	-	-	1	660
Textile mill products	28	11,604	1	625	-	-	-	-	1	595	-	-
Knitting mills	4	1,224	-	-	-	-	-	-	-	-	-	-
Clothing industries	9	9,080	-	-	-	-	-	-	-	-	-	-
Wood products	13	3,513	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures	12	4,350	-	-	-	-	-	-	-	-	-	-
Paper and allied products	41	17,576	2	950	-	-	1	445	2	705	-	-
Printing and publishing	11	6,487	-	-	-	-	-	-	-	-	-	-
Primary metal industries	30	32,056	1	275	-	-	-	-	-	-	-	-
Metal fabricating	56	19,546	6	2,892	-	-	-	-	1	400	1	335
Machinery, except electrical	27	16,256	2	986	-	-	-	-	4	3,156	-	-
Transportation equipment	59	83,368	5	1,763	8	41,755	-	-	10	19,539	-	-
Electrical products	53	37,128	1	276	-	-	-	-	1	256	1	3,016
Non-metallic mineral products	20	9,122	-	-	-	-	1	240	-	-	-	-
Petroleum and coal products	2	1,128	-	-	-	-	-	-	-	-	-	-
Chemical and chemical products	15	6,777	1	434	-	-	-	-	-	-	-	-
Miscellaneous manufacturing	19	7,891	-	-	-	-	-	-	1	1,070	-	-

Table 7 (Cont'd)

NUMBER OF PAID HOLIDAYS

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of July 1975

Industry	Total with Provision	Number of Paid Holidays										
		13 and 13½		13 and 2 Halves, 14 or more Full Days		Varies with Employees Covered		Changes during Agreement		Other		
		Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	
All Industries	857	735,949	24	9,601	14	45,108	6	1,692	23	31,654	8	5,651
Non-Manufacturing	384	434,161	4	990	2	1,112	4	1,007	3	5,933	5	1,640
Forestry	12	6,177	-	-	-	-	-	-	-	-	-	-
Mining and quarrying	19	25,156	-	-	-	-	-	-	1	257	-	-
Transportation	35	49,429	-	-	1	800	-	-	1	935	-	-
Storage	2	1,925	-	-	-	-	-	-	-	-	-	-
Communications	8	33,248	-	-	-	-	-	-	1	4,741	-	-
Electric gas and water utilities..	13	19,178	-	-	-	-	-	-	-	-	-	-
Wholesale trade	4	1,312	-	-	1	312	-	-	-	-	-	-
Retail trade	17	31,043	-	-	-	-	-	-	-	-	-	-
Finance, insurance and real estate	1	501	-	-	-	-	-	-	-	-	-	-
Education and related services ...	53	25,170	3	755	-	-	4	1,007	-	-	1	224
Health and welfare services	92	36,007	-	-	-	-	-	-	-	-	-	-
Recreational services	1	250	-	-	-	-	-	-	-	-	-	-
Business services	6	2,439	-	-	-	-	-	-	-	-	-	-
Personal services	16	7,250	-	-	-	-	-	-	-	-	-	-
Miscellaneous services	2	479	-	-	-	-	-	-	-	-	-	-
Federal administration	50	96,692	-	-	-	-	-	-	-	-	-	-
Provincial administration	5	64,742	-	-	-	-	-	-	-	-	-	-
Local administration	48	33,163	1	235	-	-	-	-	-	-	4	1,416

Table 8

PAY FOR WORK ON PAID HOLIDAYS

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of July 1975

Industry	Total with Provision	Pay for Work on Holidays											
		Holiday Pay Plus:											
		Straight- Time		Time and One-Half		Double Time		Paid Time Off or Pay		Other			
		Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls		
All Industries	851	727,660	13	4,246	292	196,703	268	222,912	22	13,705	5	2,029	
Manufacturing	470	298,129	7	1,974	179	86,079	207	161,575	4	1,725	2	628	
Foods and beverages	43	19,972	-	-	21	7,209	12	7,598	2	765	-	-	
Tobacco products	3	1,423	-	-	-	-	3	1,423	-	-	-	-	
Rubber and plastic products	18	9,796	-	-	-	-	18	9,796	-	-	-	-	
Leather industries	9	2,971	3	769	4	1,490	2	712	-	-	-	-	
Textile mill products	27	11,361	-	-	13	4,205	9	3,226	-	-	-	-	
Knitting mills	4	1,224	-	-	3	1,004	-	-	-	-	-	-	
Clothing industries	8	6,184	-	-	8	6,184	-	-	-	-	-	-	
Wood products	13	3,513	-	-	7	1,955	5	1,282	-	-	-	-	
Furniture and fixtures	12	4,350	-	-	6	2,186	6	2,164	-	-	-	-	
Paper and allied products	41	17,576	-	-	9	2,890	7	2,562	-	-	-	-	
Printing and publishing	11	6,487	-	-	-	-	5	3,769	1	310	-	-	
Primary metal industries	30	32,056	-	-	18	15,398	9	3,590	-	-	-	-	
Metal fabricating	56	19,546	1	335	21	7,247	24	7,876	-	-	-	-	
Machinery, except electrical	27	16,256	-	-	10	3,195	17	13,061	-	-	-	-	
Transportation equipment	59	83,368	1	232	15	5,723	39	75,881	-	-	-	-	
Electrical products	53	37,128	-	-	24	19,608	26	16,460	-	-	-	-	
Non-metallic mineral products	20	9,122	-	-	7	2,266	11	5,813	-	-	1	278	
Petroleum and coal products	2	1,128	-	-	-	-	1	778	-	-	1	350	
Chemical and chemical products ...	15	6,777	1	350	6	2,544	4	2,676	-	-	-	-	
Miscellaneous manufacturing	19	7,891	1	288	7	2,975	9	2,908	1	650	-	-	

Table 8 (Cont'd)

PAY FOR WORK ON PAID HOLIDAYS

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of July 1975

Industry	Total with Provision	Pay for Work on Holidays											
		Holiday Pay Plus:						Paid Time Off or Pay					
		Straight- Time		Time and One-Half		Double Time		Paid Time Off or Pay		Other			
Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls		
All Industries	851 727,660	13	4,246	292	196,703	268	222,912	22	13,705	5	2,029		
Non-Manufacturing	381 429,531	6	2,272	113	110,624	61	61,337	18	11,980	3	1,401		
Forestry	12 6,177	-	-	1	650	-	-	-	-	-	-		
Mining and quarrying	19 25,156	-	-	18	24,925	-	-	-	-	-	-		
Transportation	33 48,156	2	910	24	41,215	2	1,509	-	-	-	-		
Storage	2 1,925	-	-	1	225	1	1,700	-	-	-	-		
Communications	8 33,248	-	-	-	-	-	-	2	3,080	-	-		
Electric gas and water utilities..	13 19,178	-	-	-	-	11	18,211	-	-	-	-		
Wholesale trade	4 1,312	-	-	-	-	4	1,312	-	-	-	-		
Retail trade	17 31,043	-	-	3	3,669	14	27,374	-	-	-	-		
Finance, insurance and real estate	1 501	-	-	1	501	-	-	-	-	-	-		
Education and related services ...	52 21,370	-	-	18	8,396	23	8,583	2	863	1	836		
Health and welfare services	92 36,007	-	-	20	8,274	-	-	3	819	1	318		
Recreational services	2 475	-	-	-	-	-	-	-	-	-	-		
Business services	5 2,227	-	-	-	-	-	-	-	-	-	-		
Personal services	16 7,250	2	616	4	2,271	1	359	1	949	-	-		
Miscellaneous services	2 479	-	-	1	270	-	-	-	-	-	-		
Federal administration	51 97,365	-	-	9	12,663	1	591	7	5,072	-	-		
Provincial administration	5 64,742	-	-	-	-	-	-	-	-	-	-		
Local administration	47 32,920	2	746	13	7,565	4	1,698	3	1,197	1	247		

Table 8 (Cont'd)

PAY FOR WORK ON PAID HOLIDAYS

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of July 1975

Industry	Total with Provision	Pay for Work on Holidays														
		Paid Day Off Plus:						Choice of Holiday Pay or Paid Day Off Plus:								
		Straight- Time			Time and One-Half			Other			Straight- Time			Time and One-Half		
		Agrts	Empls		Agrts	Empls		Agrts	Empls		Agrts	Empls		Agrts	Empls	
All Industries	851	727,660	10	7,911	25	11,819	9	5,020	10	4,572	45	104,223				
Manufacturing	470	298,129	1	220	2	1,520	3	1,191	1	763	4	1,445				
Foods and beverages	43	19,972	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tobacco products	3	1,423	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Rubber and plastic products	18	9,796	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Leather industries	9	2,971	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Textile mill products	27	11,361	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Knitting mills	4	1,224	1	220	-	-	-	-	-	-	-	-	-	-	-	-
Clothing industries	8	6,184	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wood products	13	3,513	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures	12	4,350	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Paper and allied products	41	17,576	-	-	1	450	3	1,191	-	-	-	-	-	-	-	-
Printing and publishing	11	6,487	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Primary metal industries	30	32,056	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Metal fabricating	56	19,546	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Machinery, except electrical	27	16,256	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transportation equipment	59	83,368	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Electrical products	53	37,128	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Non-metallic mineral products	20	9,122	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Petroleum and coal products	2	1,128	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Chemical and chemical products ...	15	6,777	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Miscellaneous manufacturing	19	7,891	-	-	1	1,070	-	-	-	-	-	-	-	-	-	-

Table 8 (Cont'd)

PAY FOR WORK ON PAID HOLIDAYS

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of July 1975

Industry	Pay for Work on Holidays													
	Total with Provision		Paid Day Off Plus:						Choice of Holiday Pay or Paid Day Off Plus:					
			Straight- Time		Time and One-Half		Other		Straight- Time		Time and One-Half			
Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	
All Industries	851	727,660	10	7,911	25	11,819	9	5,020	10	4,572	45	104,223		
Non-Manufacturing	381	429,531	9	7,691	23	10,299	6	3,829	9	3,809	41	102,778		
Forestry	12	6,177	-	-	1	637	-	-	-	-	-	-	-	-
Mining and quarrying	19	25,156	-	-	-	-	-	-	-	-	-	-	-	-
Transportation	33	48,156	-	-	-	-	-	-	-	-	-	-	-	-
Storage	2	1,925	-	-	-	-	-	-	-	-	-	-	-	-
Communications	8	33,248	-	-	-	-	-	-	-	-	-	-	-	-
Electric gas and water utilities .	13	19,178	-	-	1	420	1	547	-	-	3	24,500	-	-
Wholesale trade	4	1,312	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade	17	31,043	-	-	-	-	-	-	-	-	-	-	-	-
Finance, insurance and real estate	1	501	-	-	-	-	-	-	-	-	-	-	-	-
Education and related services ...	52	21,370	-	-	-	-	1	516	-	-	1	200	-	-
Health and welfare services	92	36,007	-	-	15	4,483	3	2,522	-	-	23	9,355	-	-
Recreational services	2	475	-	-	-	-	-	-	-	-	-	-	-	-
Business services	5	2,227	-	-	-	-	-	-	-	-	1	325	-	-
Personal services	16	7,250	-	-	-	-	-	-	7	2,755	1	300	-	-
Miscellaneous services	2	479	-	-	-	-	-	-	-	-	-	-	-	-
Federal administration	51	97,365	1	3,739	1	221	-	-	1	673	6	3,105	-	-
Provincial administration	5	64,742	-	-	-	-	-	-	-	-	5	64,742	-	-
Local administration	47	32,920	8	3,952	5	4,538	1	244	1	381	1	251	-	-

Table 8 (Cont'd)

PAY FOR WORK ON PAID HOLIDAYS

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of July 1975

Industry	Total with Provision		Pay for Work on Holidays							
			HP or Day Off Plus:		Varies with Hours Worked, or Holiday		Varies with Employees Covered		Other	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries	851	727,660	12	4,857	112	118,529	6	6,363	22	24,771
Manufacturing	470	298,129	6	2,621	46	34,862	3	2,040	5	1,486
Foods and beverages	43	19,972	-	-	7	4,015	-	-	1	385
Tobacco products	3	1,423	-	-	-	-	-	-	-	-
Rubber and plastic products	18	9,796	-	-	-	-	-	-	-	-
Leather industries	9	2,971	-	-	-	-	-	-	-	-
Textile mill products	27	11,361	-	-	5	3,930	-	-	-	-
Knitting mills	4	1,224	-	-	-	-	-	-	-	-
Clothing industries	8	6,184	-	-	-	-	-	-	-	-
Wood products	13	3,513	-	-	-	-	-	-	1	276
Furniture and fixtures	12	4,350	-	-	-	-	-	-	-	-
Paper and allied products	41	17,576	1	250	15	7,143	2	1,784	1	375
Printing and publishing	11	6,487	3	1,406	1	239	-	-	-	-
Primary metal industries	30	32,056	-	-	2	12,838	-	-	1	230
Metal fabricating	56	19,546	-	-	8	3,668	-	-	1	220
Machinery, except electrical	27	16,256	-	-	-	-	-	-	-	-
Transportation equipment	59	83,368	-	-	4	1,532	-	-	-	-
Electrical products	53	37,128	-	-	1	490	1	256	-	-
Non-metallic mineral products	20	9,122	1	765	-	-	-	-	-	-
Petroleum and coal products	2	1,128	-	-	-	-	-	-	-	-
Chemical and chemical products	15	6,777	1	200	3	1,007	-	-	-	-
Miscellaneous manufacturing	19	7,891	-	-	-	-	-	-	-	-

Table 8 (Cont'd)

PAY FOR WORK ON PAID HOLIDAYS

In Ontario Collective Agreements Covering 200 or More Employees, by Industry, as of July 1975

Industry	Total with Provision		Pay for Work on Holidays									
			HP or Day Off Plus:		Varies with Hours Worked, or Holiday		Varies with Employees Covered		Other			
			Agrts	Empls								
All Industries	851	727,660	12	4,857	112	118,529	6	6,363	22	24,771		
Non-Manufacturing	381	429,531	6	2,236	66	83,667	3	4,323	17	23,285		
Forestry	12	6,177	-	-	10	4,890	-	-	-	-	-	
Mining and quarrying	19	25,156	-	-	1	231	-	-	-	-	-	
Transportation	33	48,156	-	-	5	4,522	-	-	-	-	-	
Storage	2	1,925	-	-	-	-	-	-	-	-	-	
Communications	8	33,248	-	-	3	5,668	-	-	-	-	-	
Electric gas and water utilities	13	19,178	-	-	-	-	-	-	-	-	-	
Wholesale trade	4	1,312	-	-	-	-	-	-	-	-	-	
Retail trade	17	31,043	-	-	-	-	-	-	-	-	-	
Finance, insurance and real estate ..	1	501	-	-	-	-	-	-	-	-	-	
Education and related services	52	21,370	4	1,446	-	-	1	250	1	280		
Health and welfare services	92	36,007	-	-	21	7,684	-	-	6	2,552		
Recreational services	2	475	-	-	1	250	-	-	1	225		
Business services	5	2,227	-	-	3	1,655	-	-	1	247		
Personal services	16	7,250	-	-	-	-	-	-	-	-		
Miscellaneous services	2	479	-	-	-	-	-	-	-	-		
Federal administration	51	97,365	-	-	21	58,307	-	-	1	209		
Provincial administration	5	64,742	-	-	-	-	-	-	4	12,994		
Local administration	47	32,920	2	790	1	460	2	4,073	-	-		
									3	6,778		

